

WVUE
EEO PUBLIC FILE REPORT
February 1, 2021 – January 31, 2022

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
ACCOUNT EXECUTIVE	1-13, 28, 30, 33, 40-41	9
ACCOUNT EXECUTIVE	1-13, 25, 28, 30, 33, 35, 40-41	9
ASSISTANT NEWS DIRECTOR	1-14, 28, 30, 33, 37, 40-41	11
ASSOCIATE ACCOUNT EXECUTIVE	1-13, 25, 28, 30, 33, 40-41	25
BUSINESS COORDINATOR	1-13, 28, 30, 33, 36, 40-41	9
COMMERCIAL PRODUCTION SUPERVISOR	1-13, 28, 30, 33, 40-41	9
DIGITAL CONTENT PRODUCER	1-13, 28, 30, 33, 40-41	11
DIGITAL SALES MANAGER	1-13, 25, 28, 30, 33, 40-41	25
EDITOR/PHOTOGRAPHER	1-13, 25, 28, 30, 33, 40-41	25
EDITOR/PHOTOGRAPHER	1-13, 28, 30, 33, 40-41	11
INVESTIGATIVE PRODUCER	1-14, 28, 30, 33, 37, 40-41	9
IT MANAGER	1-13, 28, 30, 33, 40-41	35
MAJOR ACCOUNT EXECUTIVE	1-13, 25, 28, 30, 33, 40-41	25
MARKETING PRODUCER	1-13, 28, 30, 33, 40-41	11
MARKETING PRODUCER	1-13, 28, 30, 33, 35, 40-41	11
MASTER CONTROL OPERATOR (DAY O/N)	1-13, 28, 30, 33, 40-41	11
MMJ	1-13, 28, 30, 33, 40-41	9
MOTION GRAPHICS DESIGNER	1-13, 28, 30, 33, 40-41	11
NEWS REPORTER	1-13, 28, 30, 33, 35, 37, 40-41	11
NEWSCAST DIRECTOR	1-13, 28, 30, 33, 35, 40-41	35
OFFICE MANAGER -	1-13, 28, 30, 33, 35, 40-41	9
PHOTOJOURNALIST/MMJ	1-13, 28, 30, 33, 40-41	11
SALES ASSISTANT	1-13, 28, 30, 33, 35, 40-41	35
SPORTS PRODUCER	1-13, 25, 28, 30, 33, 40-41	25

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	University of New Orleans UNO.Joinhandshake.com	N	0
2	Loyola of New Orleans Loyola.Joinhandshake.com	N	0
3	Louisiana Association of Broadcasters Http://www.broadcasters.org Angelice@broadcasters.org / Suzette@broadcasters.org	N	0
4	Xavier University of New Orleans Xavier.Joinhandshake.com cathomas@xula.edu – 504-520-7364	N	0
5	Southern University of New Orleans Tammy Barney – Tbarney@SUNO.edu Evelyn Masters, DOHR – Emasters@suno.edu – 504-286-5118	N	0
6	Southeast Louisiana SoutheastLouisiana.joinhandshake.com Kenneth Ridgedale – 985-549-2121	N	0
7	Nicholls State University Nicholls.joinhandshake.com Kristie.tauzin@nicholls.edu – 985-448-4509	N	0
8	Tulane University Tulane.Joinhandshake.com Sara Kent – Skent@Tulane.edu – 504-865-5108	N	0
9	WVUE TV Internal Posting – Job Board/Station Monitor	N	16
10	WVUE on-air advertisement, WVUE 1025 S Jeff Davis Pkwy, New Orleans, LA 70125 504-486-6161	N	0
11	FOX8live.com and https://gray.tv/careers#currentopenings	N	43
12	Franklin Avenue Baptist Church 2515 Franklin Avenue New Orleans, LA 70117 Donna Moore – Dmoore@Franklinabc.com 504-488-8488, ext. 118	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
13	TV Jobs Mark C. Holloway – admin@tvjobs.com	N	2
14	Media Line Talent www.medialinetalent.com	N	0
15	Media Bistro www.mediabistro.com	N	0
16	TV News Check www.tvnewscheck.com/classifieds Patty Hersh, Sales Director 610-420-6003	N	0
17	The Gambit Weekly Carrie Mickey-Lacy, carriel@gambitweekly.com 504-483-3121	N	0
18	NOLA Media Group Wendy Miller Wmiller@Nola.com 365 Canal Street, Suite 3100 New Orleans, LA 70130	N	0
19	LinkedIn – www.RaycomMedia	N	0
20	National Press Photographers Association NPPA.org www.nppa.org	N	0
21	National Association of Broadcasters (NAB) NAB Career Center – Karen Hunt www.NAB.org	N	0
22	Creative Cow https://forums.creativecow.net/cowjobboard	N	0
23	The National Association of Black Journalist – NABJ.org Careerservices.nabj.org/hr	N	2
24	Society of Broadcast Engineers Scott Jones at Kjones@sbe.org 317-846-9000	N	0
25	Referral By another Employee	N	11
26	Agent	N	0
27	Spots-N-Dots	N	0
28	WorkNola.com	N	0
29	Louisiana Job Connection Jennifer Mackey, Outreach Liaison – 662-801-8111	N	0
30	Grambling State University Internship Coordinator/Dept. of Mass Communications Dr. Sharon Ford-Dunn – dunns@gram.edu / 318-274-2189	Y	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
31	Final Four Staffing Christopher Riley – Riley_226@yahoo.com 504-844-2625	N	0
32	Express Employment Professionals Chris Carden – Chris.Carden@ExpressPros.com 504-484-0494	N	0
33	Voice of Truth Fellowship Church 2925 New Highway 51 Ste. A LaPlace, LA 70068 Laurie Adams – pastorwhodate@gmail.com 985-210-2949 or 985-210-1965	Y	0
34	Recruiter	N	0
35	Indeed.com	N	5
36	Other sites that scrap postings	N	0
37	Broadcasting and Cable	N	0
38	Unity of Greater New Orleans as of Ty Richards – Trichards@unitygno.org , 899-4589, ext. 114	N	0
39	Journalism Jobs Journalismjobs.com	N	0
40	Southern New Hampshire University (Entitled) 05/06/2020 Peter Bartell Employer Relations Partner	Y	0
41	Total Community Action (entitled as of 1/5/2021) Felicia Dexter- 504-459-4835; felicia.dexter@tea-nola.org	Y	0
TOTAL INTERVIEWEES OVER REPORTING PERIOD			77

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Advertising – Community Outreach	Public Service Announcements: WVUE, a Gray TV station, is committed to a broad applicant recruiting outreach program in our continuing efforts to represent our diverse community. As part of this effort, we encourage qualified community organizations to become part of the Station’s job opportunity notification mailing list. If your organization is interested in becoming part of this list, and you distribute job information or can provide referrals as part of your regular activity, we would like to hear from you. We would then notify you of each opening and ask you to refer individuals to us for consideration.
2	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On March 9, 2021, WVUE Anchor spoke at Loyola University’s School of Journalism’s TV Performance class regarding the structure of a TV newscast, specifically related to anchoring and reporting.
3	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On March 9, 2021, WVUE Anchor spoke at Alabama State University’s Nancy Parker Boyd Distinguished Lecture Series regarding careers in communications.
4	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	During the Spring 2021 WVUE Sports Reporter mentored LSU students interested in Sports Broadcasting.
5	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in g	On September 30, 2021, WVUE Sports Anchor/Reporter was a guest lecturer at Arizona State University, focusing on sports broadcast journalism.
6	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	WVUE hosted 9 students from Loyola University’s School of Journalism for a job shadow. Our News Executive Producers guided the student through our station facilities for a “behind-the-scenes” look at

		various broadcast news operations, discussed careers in television, answered questions regarding careers in broadcasting, discussed internship and employment opportunities in broadcasting.
7	Provide EEO Training to Management Level Personnel	May 11-June 10, 2021, Director of Sales and Assistant News Director participated in a training series: Foundations of Diversity, Equity and Inclusion. The training included how biases influence interaction and decision making; and ways to mitigate them, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding: gendered language, race, class and ability; and how to apologize effectively.
8	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On December 7, 2021, WVUE's Assistant News Director spoke to a class at Loyola University's School of Journalism, regarding TV journalism.
9	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On October 12, 2021, WVUE's News Producer spoke to a class at Loyola University's School of Journalism, Intro to Mass Communication class on TV Journalism.
10	Participate in Events or Programs Sponsored by Education Institutions Relating to Careers in Broadcasting	On November 2, 2020, two WVUE News Producers joined a panel at Loyola University's School of Journalism on TV News Producing.